



Suppose you are an employee who has developed a significant permanent impairment that is impacting your work. You have always been a highly productive member of the team and you are worried about being able to continue in your present role.

Or, you are an employer concerned about losing a valued employee, who is a critical part of your business success, because he or she has developed or incurred a disability.

You are seeking options and trying to find solutions.

It's time to look into Assistive Technology!

We are Rehabilitation Consulting & Services, or RCS. Our *SOLUTIONS using AT* program is designed to identify and support the assistive technology needs of employees with disabilities and employers of individuals with disabilities.



PACE Adjustable Keyboard











Assistive Technology, or AT, is the term used to describe devices, technology, and aids that allow a person to be more independent. Some examples of AT include:

- · screen reading software
- word prediction software
- · ergonomic keyboards and mice
- vision aids
- · adjustable desks and chairs

It is technology that is beneficial to employees with and without disabilities.







If an employee has or incurs a permanent injury, illness, or impairment, his or her work productivity may be affected.

RCS SOLUTIONS using AT centers have the latest in assistive technology that is demonstrated by specially trained professionals in the field. These centers are hands-on labs, providing both employee and employer the opportunity to "try before you buy."



## Quicklook Portable Video Magnifier







Promoting employee retention is essential to the success of business. Utilizing AT as a key part of a retention strategy benefits employee and employer. By providing AT solutions to existing employees, employers may:

- · retain expertise in the field
- promote positive morale in the company
- maintain productivity, and
- reduce costs associated with hiring and retraining new employees.

The cost of AT accommodations vary depending on the item selected, but the average is often less than \$500.

That is far less than the average cost associated with hiring and training a new employee.

RCS *Solutions using AT* staff may provide on-site services including:

- assessment to determine if an AT need exists
- recommendations for appropriate AT
- · technical assistance
- training on the identified AT
- · education on AT, its benefits and use

Services are provided at no charge on a one-to-one or group basis. Costs may be incurred for assistive technology that is selected for installation and implementation.

Our goal is to seek options and find solutions through the use of assistive technology.



Rehabilitation Consulting & Services is North Dakota's Division of Vocational Rehabilitation.

We assist individuals with disabilities to maximize their employment opportunities and businesses in finding solutions to their disability-related issues.

To learn more about other RCS programs, visit: www.nd.gov/dhs/rcs



Seeking options, finding solutions through the use of Assistive Technology.



www.nd.gov/dhs/rcs 1-800-755-2745

RCS is a partner in



